

**SPECIAL ORDINANCE NO. 16, 2018**

AN ORDINANCE SETTING THE MAXIMUM SALARIES AND ESTABLISHING CERTAIN BENEFITS FOR THE TRANSIT UTILITY HOURLY WORKERS FOR THE CITY OF TERRE HAUTE, INDIANA, FOR 2019, TO TAKE EFFECT ON JANUARY 1, 2019.

BE IT ORDAINED BY THE COMMON COUNCIL of the City of Terre Haute, Indiana:

SECTION 1. Commencing January 1, 2019, the following salary schedule, not to exceed the amounts listed, shall be in full force and effect for the Transit Utility Hourly Workers of the City of Terre Haute as follows:

* Bus Operator	\$ 18.80 per hour
Mechanics	\$ 19.68 per hour
** Cleaners and Utility Men	\$ 18.85 per hour
Part-Time Employees	\$ 16.16 per hour
All New Hires	\$ 13.54 per hour for first ninety (90) days
	Full pay after first ninety (90) days

\* Motor coach operators shall be allowed One Dollar (\$1) per hour additional pay for such time as they are engaged in instructing student drivers.

\*\* Full-time second shift Operators, Mechanics & Utility Men shall be paid Five Cents (.05) more per hour.

Full-time third shift Operators, Mechanics, and Utility Men shall be paid Ten Cents (.10) more per hour.

SECTION 2. Commencing January 1, 2019, the City of Terre Haute will provide to each full time, permanent employee whose salary is established by this ordinance health and hospitalization insurance coverage through December 31, 2019. The City will pay an amount up to One Hundred Percent (100%) of the employees' actual monthly premium and up to Ninety-Five Percent (95%) of the employees' family actual monthly premium.

The payment of the sums contemplated herein to be paid by the employee shall be by means of payroll deduction, through the Office of the City Controller of the City of Terre Haute, as insurance premiums are presently deducted in such office.

SECTION 3. Commencing January 1, 2019, the City of Terre Haute will provide to each full time, permanent employee whose salary is established by this ordinance dental insurance coverage through December 31, 2019. The City will pay One Hundred Percent (100%) of the

employee and Ninety-Five Percent (95%) of the employees' family actual monthly premium.

SECTION 4. Commencing January 1, 2019, the City of Terre Haute will provide and pay an amount equal to one hundred percent (100%) of the annual premium for full-time employees participating in the City's life insurance plan.

SECTION 5. VACATION. All Full-time employees of the Authority shall become qualified for and entitled to annual vacations as follow:

A. All Full-time employees, upon the completion of not less than one (1) year of continuous and active service, shall be entitled to five (5) working days vacation.

B. All Full-time employees, upon completion of not less than two (2) years of continuous and active service, shall be entitled to ten (10) working days vacation.

C. All Full-time employees, upon completion of not less than five (5) years of continuous and active years of service, shall be entitled to fifteen (15) working days vacation.

D. All Full-time employees, upon completion of not less than ten (10) years of continuous and active service, shall be entitled to twenty (20) working days vacation.

E. All Full-time employees, upon completion of not less than fifteen (15) years of continuous and active service, shall be entitled to twenty-five (25) working days vacation.

SECTION 6. HOLIDAYS. All Full-time employees shall receive eleven (11) paid holidays. The holidays are to be:

New Year's Day

Martin Luther King, Jr. Day

President's Day

Memorial Day

Independence Day

Labor Day

Veteran's Day

Thanksgiving Day

Day after Thanksgiving Day

Christmas Holiday

December 23-25, 2019

In addition, five (5) convenience days and his/her birthday may be taken by the employee on any day of his/her own choosing.

SECTION 7. SICK DAYS. All Full-time employees covered by the terms and conditions of the collective bargaining contract who have completed six (6) months of continuous service subsequent to the beginning of the calendar year are entitled to sick time, or sick leave of one (1) day for each full month remaining in the calendar year following said six (6) months of continuous service.

All Full-time employees covered by the terms and conditions of the collective bargaining contract who had had six (6) months or more continuous service at the Transportation Utility prior to the beginning of the calendar year covered by this contract are hereby declared to have sick time, or sick leave, of twelve (12) days per calendar year. The sick leave allowance to which an employee is entitled shall be paid at the employee's regular straight time hourly rate for eight (8) hours per such day.

Any Full-time employee who does not wish to accumulate sick leave and who fails to claim allowance for any of the twelve (12) sick time or sick leave days during the calendar year of this contract shall be paid the same on December 20 by a separate check. Earned sick leave or sick time not claimed by any employee shall be computed at the employee's regular straight time hourly rate for eight (8) hours per day.

SECTION 8. Each full-time mechanic shall be provided a tool allowance of Four Hundred Dollars (\$400.00). Any body repair man shall receive a tool allowance of Four Hundred Dollars (\$400.00) in 2019.

SECTION 9. Each Full-time driver shall receive a maximum reimbursement of Seventy-Five Dollars (\$75.00) in 2019 for the purchase of footwear from a vendor of their choice. All Full-time garage personnel shall receive a boot allowance of One Hundred Dollars (\$100.00) in 2019.

SECTION 10. Each full-time employee is eligible for a Perfect Attendance Bonus each quarter. Any employee who does not utilize a sick day for an entire calendar quarter shall be paid a One Hundred Fifty Dollar (\$150.00) Perfect Attendance Bonus to be included on the first payroll check of the following quarter. Any employee who does not utilize a sick day for the entire year shall be paid an additional Four Hundred Dollars (\$400.00) Perfect Attendance Bonus to be paid on the first payroll check of the next calendar year.

SECTION 11. The illegality or invalidity, for any reason, of any of the sections of this ordinance, or parts thereof, shall invalidate only such section or sections as are so determined to be illegal or invalid, and any such invalidity shall have no effect on the remaining sections of this ordinance.

SECTION 12. All ordinances or parts of ordinances in conflict with this ordinance are hereby repealed.

SECTION 13. This ordinance shall be in full force and effect from and after its passage and

shall be effective as in the salaries provided on and for January 1, 2019.

Introduced by: O. Earl Elliott O. Earl Elliott, Councilperson

Passed in open Council this 11 day of October, 2018.

Curtis DeBaun IV Curtis DeBaun IV, President

ATTEST: Michelle L. Edwards Michelle L. Edwards, City Clerk

Presented by me to the Mayor this 12 day of October, 2018.

Michelle L. Edwards Michelle L. Edwards,  
City Clerk

Approved by me, the Mayor, this 12<sup>th</sup> day of OCTOBER, 2018.

Duke A. Bennett Duke A. Bennett, Mayor

ATTEST: Michelle L. Edwards Michelle L. Edwards, City Clerk